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just what work she must do each day. The housekeeper has a copy of the outline, and each ward nurse knows exactly when her cleaning is to be done. On the private floor, the halls, lavatories, kitchen, closets, and such rooms as are vacant can be cleaned. Unless a patient is in for an unusual number of weeks, it is better not to disturb him for the routine cleaning. However, there are patients who prefer to have the scrub woman come in for the sake of fresh surroundings afterwards; in such cases the work can proceed as in the open wards. All this constitutes an automatic system of cleaning, the results of which are gratifying indeed.

But after all has been said, there remains an amazing variety of situations. Difficulties which can be solved in one situation by certain means must be met, in another place, by methods totally different. Diverse as conditions may be, the result in view is always the same, efficiency. It is easy to forget that the hospital is not a big machine driven by its relentless dynamo. The hospital is a living thing, dominated by the soul of the man or the woman at its head. We may adjust external affairs *ad infinitum*, and still find friction. We may bring our technique to perfection, only to discover that kindness is lacking. Organization is indispensable; skill cannot be underrated; but beneath and surrounding all must be complete understanding and widening sympathies. Only with these can a hospital hope to reach its highest usefulness.

SOME OF THE REASONS WHY NURSES SHOULD JOIN THEIR STATE ASSOCIATION¹

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When nurses are asked to join their state association, many times we receive this answer, "No, I do not care to belong to an organization from which I receive no benefits." This shows very clearly that the nurse who responds knows very little about her state association, and one turns away and begins to wonder whether it is the fault of the association or of the superintendents of the training schools or of the nurses themselves that they do not know more about their association and are not more interested in it. Possibly it may be the fault of all three. Before discussing the benefits of association membership to the individual nurse I should like to touch lightly on this question. In the first place, the association's fault may be that its members lack enthusiasm and interest and do not make its meetings valuable enough to make the nurse want

¹Read before the Florence Nightingale Club, September 8, 1913.

to join them. Notice that I said *members* lack enthusiasm and interest, because I think we often get the idea that if we are only members, we have no special duty, that we have nothing to do, that it is the officers who make the association, but to my mind it is the enthusiastic members who make an organization successful. Officers must have a willing, interested and responsive membership in order to accomplish anything, a membership of nurses who will be willing to respond when asked to write papers, discuss subjects along nursing lines, willing to work.

In the second place it may be the fault of the superintendents of the training schools. They should feel it their duty to know whether their graduates are making a right beginning. The pupil nurse should be trained and educated during the two or three years she remains in the hospital as to why she needs association membership and why the association needs her. Needless to say, the superintendent should be an enthusiastic member herself, going regularly to the meetings, bringing back new ideas and enthusiasm to her nurses and making them see for what a wonderful profession they are preparing themselves.

In the third place, after all this training from an earnest superintendent, who has the interest of her pupils at heart, it is the fault of the nurse herself if she does not join her state association after graduation.

Then again, this answer is given when asking nurses to join their state association. "I am not joining because I do not believe in organization and coöperation." Did you ever stop to think that your own home is nothing more or less than an organization and coöperation on a very small scale? In the ideal home, the father, mother and children all have the same purposes and work for the best interests of that home. So it should be with our association work, we must have unity of purpose just as in the home life if we are to be successful, individually and as a profession.

Now the benefits of association membership are, first, "The Nurses Relief Fund." According to Miss Sly, "The Relief Fund, as its name implies, is for those who have become physically or financially disabled, through emergency or serious illness, and the sooner the fund accumulates the sooner shall we be able to give needed help to our disabled nurses." In an editorial comment of the *American Journal of Nursing* we read that

The suggestion has been made that associations should try to interest their members to contribute individually \$1.00 a year for three years. Estimating the membership of the American Nurses' Association to be 20,000, if all would adopt this plan, there would be, at the end of three years, a fund of \$60,000 with no hardship entailed upon any one, each member feeling that she had shared equally with the others in establishing the fund, and should she seek aid from it, she would

know that she had done her part toward forming its nucleus. Should such a sum be realized, \$50,000 could be permanently invested, the interest only being used and any balance beyond that could be immediately drawn upon for the objects for which the fund is created.

Similar contributions from succeeding generations of nurses individually, and annual donations of reasonable amounts from the treasuries of the affiliated societies, would create the surplus necessary for relief and would gradually increase the permanent investment. It would seem necessary that the fund should reach not less than \$10,000 before beginning to use the interest.

The report of the Nurses Relief Fund given at the American Nurses' Association meeting in Atlantic City last June, showed that the Fund had reached \$9,200, so that the amount needed to begin the work is nearly in sight.

Regardless of how strong and vigorous we may be today, some day from accident, disease or declining years we shall fall from the ranks. The very womanhood in us cries out against being supported by charity. Every right instinct prompts us to protect our state of dependence. This is a cause to which every member should feel it her privilege as well as her duty to give. If you have been unable to lay aside the sum for an unusual calamity, yet have given as you were able to the Relief Fund, you may seek aid from it in such a case without shame and in no wise feel as if it were charity, as you have helped in raising the fund. If you should be so fortunate as never to be obliged to seek aid from this fund, you may have done much good in helping a fellow nurse. Doubtless some of you are thinking that a nurse should lay aside enough to support her when her working days are over. It is true she should if she can, but there are some nurses who have been unfortunate. Misfortune has been their lot; for example, the young widow who, as it were, has had to start life for the second time. Finding herself obliged to work, she bravely takes up training for a means of livelihood. Possibly she has children to support, hence it is beyond her power to get anything ahead. Then, again, there is the nurse whom sickness has laid low. She has laid aside a little sum, but her long expensive illness takes her last dollar. Those of you who have never had such an illness cannot realize how a snug little sum of \$500 can fade away in six weeks' time, especially if you are sick among strangers. Some nurses have members of their own family dependent on them for support, so all the extra money that might be laid aside to help them when their working days are over must go to help those who are dependent on them.

Some of the other real benefits of association membership are, protection to the nurse, educational advantages, strength, enthusiasm and success.

By protection to the nurse is meant that every association is working

for higher standards and ideals. There was a time when "nearly every one felt that immorality and nursing went hand in hand, but the time is not far distant when the words trained nurse will place before your eyes the picture of purity" and that is what your state association is doing for you, protecting you by placing the whole profession on a higher plane.

The state association gives you educational advantages because, "it is through the nurses' organizations that you may keep in touch with advanced methods." There is benefit in competition. When you meet those who possibly may have had more advantages in the nursing world, it gives you an incentive to compete with them and thereby your brain is strengthened and you also become broader minded. The nurse who never mingles with her fellow nurses becomes narrow minded and not able to recognize worth. The state association strengthens you individually and as a profession because all the qualities that make for strength are associated in coöperation. There is weakness, selfishness, discontent and discouragement in individualism and singleness of purpose. The State Association arouses the spark of enthusiasm within you by allowing you to mingle with your fellow nurses, hence the value of mingling with nurses. Without enthusiasm no individual or association can accomplish much. If you have enthusiasm success is bound to follow as some one has said,

Enthusiasm is the greatest business asset in the world. Single handed the enthusiast convinces and dominates where the wealth accumulated by a small army of workers would scarcely raise a tremor of interest. Enthusiasm tramples over prejudice and opposition, spurns inaction, storms the citadel of its object, and like an avalanche overwhelms and engulfs all obstacles.

We can never get anything out of any organization unless we give our best to it. It is a good proof that we have not done much for our profession or association when we can say that we have never gotten any benefit from our state association. By being a member and working for the graduate Nurses' Association of New Hampshire, "it means that you are lending your strength and enthusiasm for the betterment of nursing affairs the world over," because if you are a member of the State Association then you become through your State Association a member of the American Association and then in turn a member of the National, as the State Association belongs to the American and the American to the National. By an organized nursing force it also means more efficient service to the sick, rich and poor alike, better training to our pupil nurses and it means that sometime not far hence the trained nurse will be placed in her rightful position and ranked among the first of those who are endeavoring to help and uplift humanity.